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Does This Look Like Security?

Headlines in newspapers during the past few weeks indicate the uncertainty and fear of the future which thousands of families are facing because of the shift in federal relief policy. Here are a few headlines picked up from various parts of the country:

"Penniless Relief Agency to Take Over FERA Functions in Duval County." Jacksonville, Fla. *Journal.*

"10,000 Will Starve, Social Workers Say in Drive for New Orleans Help." New Orleans, La. *Tribune.*

"SERA Chief Sees Major Relief Crisis." St. Paul, Minn. *News.*

"State to Ask Million in U. S. Funds to Help Solve Relief Muddle." Minneapolis, Minn. *Journal.*

"Unemployable Crisis Acute." Kansas City, Mo. *Star.*

"1,000,000 on Relief As U. S. Ended Dole—New Pennsylvania Crisis Feared Because of Delay in Shift to WPA Jobs." Philadelphia, Pa. *Record.*

"Federal 'Dole' Ends and State Steps in—Tennessee Welfare Board Has Only $1,500,000 Available for Relief." Chattanooga, Tenn. *News.*

"4,000 Wheeling Unemployables Face Crisis As U. S. Dole Ends—County Unable to Shoulder Huge Relief Load." Wheeling, W. Va. *News-Register.*

"End of California Relief Denied by Governor Merriam—Funds Not Exhausted." San Francisco, Cal. *Chronicle.*

"California Taxpayers Resist Three Levies—Income, Sales and Chain-Store Measures Likely to Be Put to Vote." Los Angeles, Cal. *Times.*

"Governor Horner Promises Aged Unemployables Will Be Cared for By Relief Commission—Pension Administration Changed." Springfield, Ill. *Registrar.*

"Big Relief Bill Must Be Met—Governor Reveals Amount Between 3 and 5 Million Unpaid." Trenton, N. J. *Gazette.*

"Gov. Davey Renews His Feud With Hopkins—Brags of Savings Due to Relief Cut." Cleveland, Ohio *Press.*

"End of Dole Leaves 1,060 Local Relief Cases Without Aid." Pueblo, Colo. *Star-Journal.*

"State Administrator Worried By Future of Iowa Jobless—Warns Cities, Counties to Help Lift Task from WPA." Des Moines, Iowa *Register.*

"Unemployed Group Orders Hunger March—Demand Governor Call Special Session." Topeka, Kans. *Capital.*

"Legislators Study Relief—Committees Call Special Meeting on Plight of Three Cities." Minneapolis, Minn. *Journal.*

"St. Louis County Must Care for 5,000 Over Winter—Legislature Asked to End 3-Mill Tax Limit on Poor Relief." Duluth, Minn. *News-Tribune.*

"County Commissioners Reject Aid to Transients—Federal Government Has Offered to Pay $5 Weekly for Boarding Unemployables at County Farm." Concord, N. H. *Monitor & Patriot.*

"Commissioners Must Raise Aid-to-Poor Budget, State Relief Director Tells Heads of 22 Counties." Pueblo, Colo., *Chieftain.*

"New Castle County Relief Commission Needs $18,000 to Avert Crisis." Wilmington, Del. *Journal.*

"Permanent Set-Up for District of Columbia Relief Hit—Taxpayers' Association Warns Proposal Would Cost $6,500,000 Yearly." Washington, D. C. *Star.*

"U. S. Withdraws $8,000,000 from Illinois—$12,000,000 More May be Revoked." Chicago, Ill. *Tribune.*

"Shift from Direct to Work-Relief Brings Confusion, Suffering to Needy Families." Pittsburgh, Pa. *Press.*

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National Relief Program Topic of Delegate Conference

Need of a continuing national relief program, with the federal government cooperating, will be the general subject of the 1936 AASW Mid-winter Conference, and place and time, while not definitely settled, will probably be Washington, D. C., shortly after February 1.

Continuing federal relief to assist the states and localities from now to July 1 with the tremendous burden of general relief and transient care not met by WPA, is the immediate goal of the Association's efforts, and legislation by Congress which will provide for a permanently established grant-in-aid system for the same purposes will be sought this winter. Work programs, as previous AASW conferences have agreed, should offer real work, at prevailing wages to as many unemployed as possible, without the requirement of relief status for persons employed.

The last two AASW Delegate Conferences have brought out these main points of a national relief program, as the problems and experiences of various parts of the country have been compared and discussed by delegates from the chapters. The 1936 Conference is being planned as a way of presenting a summary of social work information and experience for wide public use.

Accordingly, part of the Conference program will consist of a series of papers, summarizing the available data on relief needs, and outlining the principal elements of a relief program, and the problems of clients as well as of administration which have resulted from the present federal policy. In this part of the program particularly, the American Public Welfare Association has been invited to cooperate.

Discussion by delegates of chapters will occupy the rest of a three day program according to tentative plans. For this discussion the national office is submitting the various bulletins and *Compass* articles bearing on the Association's program and inviting chapters to prepare for their participation in the Conference by cooperating in the plans for collecting data on needs for relief.

When WPA Wages Are Less Than Relief

In projecting his nearly five billion dollar works program last January, President Roosevelt declared that "the federal government must and shall quit this business of relief." The effect of this policy upon many relief families, now transferred to the WPA, is strikingly shown in the report of a study recently made by the Philadelphia County Relief Board covering 1,630 cases—a two weeks' grist of transfers in that area. The following are some of the findings:

As a result of the transfer, *one out of every five of these families is earning a WPA wage which is less than the meager relief allowance which it formerly received.* It was also found that 81 per cent of these families are working as common laborers for which the Philadelphia WPA wage is $60.50 a month. This amounts to $12.00 a week "net" when allowance is made for carfare and other added expenses for the job. Naturally the burden of the change falls most heavily on this group. How differently the small and large families were affected by the Works Program is shown in the following table:

Size of Family	*No. of Families*	*Effect of Net WPA Wage*
1 to 3 persons	982	increase over relief grant
4 persons and over	310	increase over relief grant
4 persons and over	338	decrease from relief grant

In all the small families—those with the least need, comparatively speaking—the "net" WPA wage was more than the former direct relief grants. Some of the larger families were better off under WPA—presumably families whose heads were the more skilled workers—but 338 received less net income from wages than they had received from relief. The amount of weekly loss per family ranged from $2.00 to $7.00 and over. In addition was the uncounted loss of surplus food commodities and medical care, no longer available.

The average size of the 338 cases with reduced income was 7.4 persons per family. The following table shows the distribution:

Families with 4 members	52
Families with 5 members	76
Families with 6 members	51
Families with 7 members	68
Families with 8 members and over	91
Total	338

Although the County Board has recommended and urged supplementary relief for such cases, the state and federal administrations have refused any supplementation of WPA wages. "With their direct relief check," the report declares, "these

families were provided with only a part of the minimum essentials, totaling far less than their budgetary needs." But now, "after securing WPA employment, the family often finds that it must adjust itself to a still lower income, despite the fact that in many instances the needs are actually greater," because of the requirements of the job.

In order to further compare the present standard of living with that which these families were formerly accustomed to, a careful check of the case records of some of these families was made. This showed that in every instance the direct relief grant represented a substantial reduction from the total amount of earnings which were available prior to the family's application for relief. Thus, an examination of 69 case records in districts in which the standards of living and income are generally lower than in other sections, disclosed that these families had a median pre-relief income of $28.00 per week, derived from the earnings of all its employed wage earners. A comparison of this amount with $12.80 to $18.00 a week under direct relief, and with the present net WPA wage of $12.00, illustrates the decline in the standard of living undergone by these families.

Federal Responsibility for Transients

Too much praise cannot be given to the campaign inaugurated last September by the Committee on Care of Transient and Homeless for the continuance of federal responsibility for the far-flung transient service. That movement has been so well organized by this specialized organization that the national AASW, aside from lending all assistance it could to the Committee on Transient and Homeless, has directed its efforts toward the general problem of which the transient progam is only a part. Many of the chapters, however, are actively participating in the efforts to bring the plight of the transients to the attention of responsible authorities.

An example of this is an air-mail letter of December 17th, received by the Committee on Care of Transient and Homeless, from Eileen Ward, Chairman of the Association's Arizona Chapter, telling of that chapter's efforts to arouse local and state sentiment. In Phoenix and Tucson several people have been interviewed who are willing to carry the desired message to the Governor of the state on the interstate aspects of the transient problem. For use in the campaign, and for the Governor's information, there is also being prepared a report on the types of transient cases, and the numbers appealing for aid, together with some sample histories.

Financing Unemployment Relief

(The following extracts are taken from a paper given by J. Roy Blough *of the University of Cincinnati, before the Unemployment Relief Administration section of the 41st Annual Conference on Government of the National Municipal League, Providence, R. I., November 26, 1935.)*

In many of its characteristics the financing program set up by Congress and the Federal Emergency Relief Administration is a satisfactory basis for future policy. In others it is not. An efficient program must be a stable program; the federal relief program has not been noted for the stability of its financial or other policies. A continuous flood of detailed and constantly changing rules and regulations has rained down on state administrations, leaving them little initiative or autonomy. States have frequently been faced with so uncertain a future for federal support that they could not plan an efficient program. The distribution of funds has involved so much bargaining and haggling that more than one state administrator has referred to it bitterly as "this poker game." The public has not been taken into the confidence of the federal administration in regard to the figures used to measure state financial abilities or needs, and in the absence of such data public cynicism as to the impartiality of fund distribution has grown.

The Works Progress Administration policies present a definite danger for the future of relief. Placing huge sums of money into the laps of localities to induce them to go into debt in order to construct projects that they do not want and cannot afford results in waste, not efficiency and economy. The delays and the lack of local administration or autonomy have been extremely annoying. Due to these aspects and to the enormous quantity of funds being poured out it is highly probable that the shift of public opinion towards parsimony in relief is being distinctly hastened. When the present appropriation is exhausted either direct relief must be restored or another huge works appropriation must be provided. May not the present program have so disillusioned the public that relief funds from the federal government or for that matter from any government, will be exceedingly difficult to secure? The voters of Cincinnati the other day voted down all bond issues proposed for participation in the federal works program. They passed only by the narrowest of margins a relief bond issue costing them not an extra cent, the issue being financed by state taxes already imposed. Is this a sign of the times?

The FERA financial program despite its weaknesses is much to be preferred to that of the

WPA. Indeed, the FERA has broken ground in a new field and laid a foundation on which may be built a permanent agency for carrying into effect a long-run program. It is greatly to be hoped that in the regrettable endeavor of the federal government to withdraw from the field of direct relief, its experience, achieved laboriously and at great public expense, will not be lost. . . .

Financing unemployment relief cannot be kept separate from the general financial problems of government. . . . Municipalities, squeezed between increasing functions and decreasing revenues have no important new local source of revenue in sight. An important type of re-enforcement often proposed and used with increasing frequency is that of shared taxes and of aids, state and federal, paid from taxes that only these larger units of government can administer. It seems inevitable that this type of support should increase. It is objected with good reason that such aids for the general purposes of government involve the subjection of the purely local affairs of municipalities to a growing centralization of control. With this in mind it appears most reasonable that in financing unemployment relief, which is a general responsibility, not a purely local one, and which confers a general benefit, the method of grants-in-aid should be employed. The pressure for new municipal revenues is to that extent relieved and the dangers of centralizing control over functions of purely local significance to that extent averted.

"Solving" the Problem by Private Contributions

A correspondent from a large city tells a tale which may serve as a warning to other cities. She writes as follows (the italics are ours):

"In the Community Chest drive an effort was made to raise $400,000, *in excess of the minimum goal,* to take care of relief which we felt sure we were going to be called upon to give. However, the Chest did not reach even its minimum goal, so that the public agencies will have to assume responsibility not only for the type of residents that I have indicated (transients) but also for the local residents who are in need of continuous relief."

Federal Aid, State Aid and Equalization

For *Compass* readers who wish to add to their background on these three very live subjects the following references may be named:

1. ***Federal Aid,*** by Austin F. Macdonald, 1928. Thomas G. Cromwell Co., N. Y. Dr. Macdonald, Assistant Professor of Political Science at the University of Pennsylvania, made this study as a Research Fellow for the Social Science Research Council. Seven different types of federal aid are discussed. In view of the present outcry against "centralization," social workers will find particularly valuable Dr. Macdonald's conclusions, based on field studies, as to the extent to which federal supervision, along with federal aid, was reported by the state and local agencies concerned to be stimulating and helpful.
2. ***Equalization Methods for the Distribution of Federal Relief Funds,*** by J. Roy Blough, in the *Social Service Review,* September, 1935. Professor Blough, of the University of Cincinnati, was for a time in the field for the FERA in an effort to measure the financial abilities of the states to support relief. His widely-quoted article gives a scholarly analysis of the extremely difficult problem, and is a storehouse of important information on the subject. Incidentally, so many authoritative articles on the public relief problem have appeared in recent issues of the *Social Service Review* that no social worker who wishes to participate in decisions on that subject can afford not to have a file of the periodical handy.
3. ***State Support for Public Education,*** by P. R. Mort (and others), 1935. Teachers College, Columbia University, N. Y. This valuable study of state aid in the field of education is part of the National Study of School Finance, authorized by Congress in 1931. Among the problems discussed, which are closely related to those of relief administration, are "The Measurement of Educational Need of Local School Districts," "Measure of Relative Ability of Local Districts to Support Schools," etc.

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Thomas Hoare to Join National Staff

Marking a step in professional development when social workers plan interpretation of professional data and experience to a broader public, Thomas Hoare will join the staff of the national association after the first of the year. This move has been taken by the Executive Committee, not only because social work has important facts about the present relief situation which the public should know, but also to make a channel for public information about professional practice of social work. Mr. Hoare is particularly well equipped to develop these interpretative and coordinating functions of the Association which are so greatly needed at the present time. After graduating from Clarke University, Mr. Hoare went into newspaper work in which he was engaged for six years. In 1931 he became Assistant to the Commissioner of Public Welfare in Schenectady and through his experience in this position he became very much interested in public administration of relief. He attended a summer institute on public relief administration at the New York School of Social Work and in 1934 he became a member of the staff of the New York State TERA as a consultant on administrative practice. He has been employed on the staff of the Governor's Commission on Unemployment Relief during the past year, which position he leaves to join the staff of the AASW.

The Relief Outlook

In the November *Compass* reports were included from several chapters—Columbus, Pittsburgh, Seattle-Tacoma, New York, and Philadelphia—as well as other sources, by which protests have been voiced against the termination of federal relief. By this time many other chapters have doubtless taken similar action. Recent significant items reaching the national office include the following:

St. Louis

Supplementing the action taken earlier at a mass meeting called by the Permanent Council on Relief Needs, as reported in the November *Compass,* the St. Louis Chapter itself, numbering 300 members, not only adopted a strong resolution but transmitted it in a letter to President Roosevelt, the closing paragraph of which shows the chapter's extensive broadcasting of its pronouncement. The letter, it explains, was brought to the attention also of "the Federal Emergency Relief Administrator, our Senators and Representatives in Congress, the Governor of Missouri, the members of the Missouri Relief and Reconstruction Commission, our State legislators, the Mayor of St. Louis, the Comptroller, Budget Director, members of the Board of Aldermen of St. Louis, the members of the St. Louis Relief Committee, and its Administrator, the members of the St. Louis County Court, of the St. Louis County Relief Committee and its Administrator."

Virginia

A telegram from Adelaide Salter, Director of the Social Service Bureau of Petersburg, Va., and a member of the Virginia chapter, reported that in that city 146 applicants have been in dire need since the closing of the federal intake on November 1st. This is because of the "May priority ruling," which made them ineligible for WPA assignments. The state, Miss Salter explains, has never contributed toward relief, and the city government has already been doing more than its share. No private agency has money for relief, and the funds of the Department of Public Welfare are depleted. With the federal relief office closing on January 1st the situation is critical.

Milwaukee

A mass meeting on the relief situation is being planned for some time in January. Both the Milwaukee Chapter and the Central Council of Social Agencies have endorsed the plan. Endorsement is expected also by the Wisconsin Conference of Social Work, and the cooperation of many civic and labor groups is counted on.

Chicago

In Chicago the local chapter united with eight other agencies in the "Joint Committee on Public Assistance" in calling for a meeting of protest on December 20th. A statement previously sent by the Committee to the FERA had brought the reply that it was impossible for that organization to comply with requests for further funds. The Committee's statement pointed out that "the fear and anxiety of families who are on relief are widespread. The food budget has been reduced by 10 per cent. Clothing allowances are cut to a minimum. School principals report that many children are being kept out of school because of lack of clothing. Rent payments are reduced drastically. Evictions are occurring daily." Calling also for a long-range program of public assistance, the Committee added: "Pending the development of such a permanent program it is unjust that recipients of relief in Cook County and Illinois suffer hardships because the responsibilities of the various governmental units have not been determined and are subject to conflicting interpretation."

Chicago

(From the *News Letter,* Chicago Council of Social Agencies.)

"This week three districts that we know of were running a thousand clients a day. More than half of these were WPA cases who had come to get the limited supplementary relief which the Commission allows when the total income of the family, incuding WPA wages, is less than the work relief budget under the old system. In some districts police protection is now necessary to protect workers and clients from the overcrowding which is so dangerous to both, especially under the accumulated strain of five years of uncertainty. In one district, 300 men waited from 9:30 a.m. until 1:30 p.m. for the car tokens which they needed to go on a WPA job. The messenger sent to 1319 South Michigan to get the tokens finally came back without them. A special messenger was sent, but those 300 men didn't get out of the office until 4:00 in the afternoon. The impatience of the men and the anxiety of the supervisor may be imagined. These are daily occurrences, from which officials who centralize messenger service and reduce staff are, by the nature of things, insulated."

Tennessee

Word comes from a city in Tennessee that local authorities have announced that the state relief appropriation will provide "an average of $5.00 per month per family." The announcement adds that this will probably be supplemented by contributions from citizens, as in the days of the Mayor's Emergency Relief organization. The Mayor is quoted as saying that no local tax money will be spent for groceries.

Dismissals—When, How and Why

With the article, "Speaking of vacations . . ." in the April Compass, the Division on Employment Practices began a series of articles on specific phases of the working conditions of social workers. The Division intends to carry on this series with greater frequency. No particular sequence of subjects will be followed other than selecting those subjects which seem to be of current interest to the field. It is hoped these articles will provoke a volume of comment which will aid the Division in translating these items into a standard of employment practices. The question of dismissals in social agencies is prominent in a number of current grievance situations and gives rise to the following discussion.

DISMISSAL from employment in a social agency cannot be viewed as a separate administrative act or as a single isolated personnel practice. Dismissal should represent a decision founded on evidence resulting from a program of employe development and staff relationships. Suggested aspects of this program are:

A social agency should employ staff with the primary purpose of selecting those persons whom they believe will function most effectively; or in other words, those persons most competent or potentially competent. Passing over principles of personnel selection and contractual employment, the agency, having employed a person, faces an elementary responsibility to define the job, to interpret agency standards and successful accomplishment on the job, and to avail itself of every opportunity to instruct the employee in this accomplishment. This is an employer responsibility continuing throughout employment and should be expressed in every aspect of working conditions and relationships which influence the employee's ability to function. An important part of the execution of this responsibility is the periodical evaluation of the worker to determine his relative progress and accomplishment. This evaluation, objective and known to the worker, should be the essential basis for such administrative acts as promotions, demotions, transferrals, dismissals and letters of recommendation. Such evaluations must aim at the sole purpose of determining the relative competence of the worker. Throughout this experience the employee's responsibility is to produce to his best ability and to direct his actions to the improvement of the quality of agency service.

Dismissal from employment in a social agency should be based on the cumulative evidence of the periodic evaluations which clearly show incompetence on the job. In evaluating the degree of incompetence of any worker, the agency must be sure that it has adequately discharged its responsibility to guide, instruct and assist workers in every way possible. The present weakness in such a basis for dismissal (judging from current complaints) is that agency standards of competence are so poorly defined that a multitude of arbitrary reasons may be blanketed under a charge of incompetence. Realizing that social agency administrators and agency employees are, generally speaking, both social workers, and realizing that both are human beings as well as professional workers, there is reason to believe that education and promotion of better employment practices is a valid field of activity for the AASW and that it has a responsibility to protect social workers impartially from arbitrary personnel practices and to discipline those who violate good practices.

With this background, are not the following suggestions in order?

Dismissal from employment should be on the sole basis of competence.

Competence, a variable by agency and by position, should be sufficiently well defined by the agency so that the evidence of incompetency is clear and can be articulated.

In dismissals, social agencies should show that they have executed their responsibility to a reasonable extent in instructing workers and in creating favorable conditions of work.

Dismissal should be based on the cumulative evidence of periodic evaluations known to the worker.

Reason for dismissal should be in writing and should be understood by the worker.

(Here, two points should be emphasized: First, the agency which makes a sincere effort to improve its personnel and thereby its service program, will have, by and large, such objective reasons for dismissals that it will have no apprehension about stating these reasons in writing; second, the dismissed worker who has been informed as to wherein he has failed may not in all cases be willing to accept such knowledge, but in many instances this understanding will guide that person in meeting this deficiency or in selecting another occupation.)

Open hearings should be available for follow-up on dismissals if the worker so desires.

(Here again, a purposeful, objective dismissal presents no threat to an agency or administrator. We believe that hearings—numerous in many public relief agencies—will greatly diminish if the above-stated principles are honestly followed. The threat of arbitrary administration is a large factor in the aggressiveness of the employee.)

A reasonable notice of dismissal should be given the employe.

(By following the principle of frank and honest periodic work evaluations, dismissal should not come as a surprise to the worker. A month's notice is not too much to allow in a planned program of staff control and development.)

Letters of recommendation which the agency may be asked to write on dismissed employees should be based on the work evaluations of the employee and should be written by that person who best knows the work of the ex-employee.

(There is evidence of a far too frequent despotism on the part of executives who by writing subjective letters of reference greatly impair the worker's employability. A safe principle to follow is to say nothing in such letters which has not been purposefully said to the employe. There are a surprising number of situations in which writers of letters of reference subtly impair the worker's employability by dealing in negative generalities which they refuse to explain on the grounds that they do not wish to unduly harm the employe. In such situations it would be desirable for employing agencies and placement agencies to consider such letters as evidencing a lack of objectivity in the writer.)

—A. G. W.

Civil Service Examination

UNITED STATES

Filing date for applications—January 6, 1936. Application forms may be secured from U. S. Civil Service Commission, Washington, D. C., or Secretary, Board of U. S. Civil Service Examiners, any first class post office.

PSYCHIATRIC SOCIAL WORKER (U. S. Veteran's Administration). Salary: $2,000 a year. Age: under 45. Requirements: Undergraduate college work with courses in social sciences, or one year in a school of social work, plus a certain amount of experience in psychiatric case work, plus a thesis or publication by applicant. No written examination required.

JUNIOR SOCIAL WORKER (U. S. Veteran's Administration). Salary: $1,800 a year. Age: Under 35. Requirements: Undergraduate college work with courses in social sciences, or one year in a school of social work, plus a certain amount of experience in hospital social work or family case work, plus a thesis or publication by applicant. No written examination required.

Bridging the Gap

The transition from emergency relief to a permanent public welfare set up in each local situation is proving an arduous task under the best of working relationship between administering authorities and social work advisory groups concerned about selection on a good merit basis. Each time such standards are determined for a particular setting, the professional standard in AASW membership requirements must be adapted to the particular administrative system and the personnel situation in the social work field. Miss Miller, an AASW member, has sent us the following statement of program in Maryland to date:

MARYLAND has a civil service law which has been in effect for many years. When the county welfare boards were established in each county to administer FERA funds, some of them (most of them, in fact) asked that their social work personnel be given "courtesy examinations" (which was all that could be done, since the units were not official representatives of the state organization) as a basis of selection for the relief aid group.

When in April, 1935, a bill was passed establishing the Board of State Aid and Charities as the permanent public welfare organization and the county welfare boards as the permanent units in the counties, it then became necessary for the entire personnel to come under the Maryland Classified Service—state and county. That bill provides specifically "that the Board of State Aid and Charities may prescribe the number, salaries and minimum qualifications of the personnel engaged in the administration of such activities of the local Boards as are financed in whole or in part by the State."

A number of things happened in quick succession: all of the personnel was approved and is still functioning as temporary employees, under the ruling of the State Employment Commissioner. The Attorney General ruled that all employees taken on prior to June, 1935 (when the new bill became effective), could be blanketed in under the Maryland Classified Service. In order to safeguard the standards of the Classified Service, the State Employment Commissioners wished to have the ruling further interpreted by the Attorney General. The final agreement reached was that all employees would have to take an examination, not for "employment," however, but for "classification"—a non-competitive examination for those employed prior to June, and the regular competitive examination for those employed thereafter.

Meanwhile the present staff has been engaged in drawing up specifications for the case working personnel, from relief aid through to State Department social service staff. It has been a joint project of the entire state staff, as they have reviewed and criticized the material every step of the way. We had before us as we began working: specifications from a number of states, the requirements of the AASW, and a number of issues of *The Compass* extending over several years, giving suggestions or experiments elsewhere, also some material in *The Family*.

Of the final basic material more was probably taken from the California requirements for certification than from any other one source. All of our recommendations were checked again and again against the actual picture in Maryland, our compromises finally being made with a view to getting everyone already working into the picture and yet safeguarding against acceptance of some of the more poorly equipped groups in the future. We have held out desperately for high technical qualifications in the form of actual schooling for two groups: case workers (as distinguished from "junior and senior workers") and case supervisors. We have also attempted to keep a clear promotional line in view.

The specifications for non-technical categories, that is, all employees not in the social work division, are those being used by the other Departments in the Classified Service.

An important step was the educational work with the State Board—individually and as a group; the material was presented to them in its entirety, and finally passed on by them.

The material is now being reworded by the State Employment Commission to fit in with their regular forms. We are working closely with this department, giving them our problems and thinking step by step. They are anxious now to give us every assistance they can and have agreed to give unassembled examinations for all but the untrained group of junior and senior workers. They are interested to keep the door closed to poorly equipped personnel in all categories.

—Pauline Miller.

Personnel Standards in 1935-36

THE members of the national Division on Personnel Standards met together under the new chairman, Kenneth Pray, on November 9 and 10, to examine the broad responsibilities of their assignment, to appraise the Association's position in relation to personnel standards in the field today and to discover what would be the most fruitful point of departure for the Division's immediate program.

The following are some of the concepts that were found by the Division to be basic to further activities:

The AASW membership requirements rest on the validity of professional education as the only sound practice for transmitting knowledge and developmental experience essential to those persons who wish to enter social work. Progressive developments in professional education are essential to the profitable application of such objective criteria in selection of personnel since they are based on professional education.

There has never been a sufficient number of qualified personnel to perform the normal functions of social work; and today, overtaken by unprecedented expansion there is obviously increased difficulty in applying the established professional personnel standard. Wide differences in beliefs within social work as regards the separation of functions and therefore of professional educational objectives have impeded the acceptance and establishment of a common period of basic instruction and supervised practice for all social work although progress has been made in that direction, under the leadership of both the American Association of Schools of Social Work and the AASW. Much remains to be done before certain differ-

ences in beliefs within social work as regards separation of functions will be modified to permit general acceptance of a basic content in professional education for social work.

It is not surprising therefore that there is difficulty at this point in any coalition program among social workers.

Superimposed upon the inequalities that existed in social work in this connection before the economic depression and the emergency relief expansion, untold numbers of people without any particular type of qualifications have had to be brought into the field to supplement existing social work personnel. For those who show capacity for the work and who desire to remain and acquire status in this field there are neither the professional school facilities, the personal resources, nor perhaps the conviction to permit more than a very slow process of assimilation.

Professional education in social work should be something more than vocational preparation for a particular kind of job. It should be something more than the improved way of transmitting knowledge derived from social work experience or from related sciences. The curriculum of continuous classroom work and supervised practice is planned to provide an integrating experience which the individual may carry with him and add to as he progresses from one kind of job to another in social work. This plus quality, difficult as it is to define, gives promise in the direction of transferable basic professional educational equipment. It is essential that the elements of professional education for social work be understood by social workers and that the contribution from the field of practice be realized.

The Division authorized the appointment of a committee on professional education to explore the problems in the light of the needs in all social work fields, and in different parts of the country and under present conditions, with a view to formulating an appropriate plan for AASW work on the subject.

There was discussion of the need to reassert the principle of qualified personnel in social work even in the midst of other program issues in demobilization. It was recognized that the principle is easily violated under existing conditions. Social work was unprepared with good devices that would insure competent personnel at the many levels forced by emergency expansion. Social work is similarly unprepared to meet the issues of dismissals in time of demobilization.

The practical possibilities of determining good methods in the demobilization of personnel are closely related to a whole range of administrative conditions and therefore cannot be uniform. The particular administrative set-up alone can determine how best to apply the principle of competency. Where good records as to performance, for instance, are lacking, some type of adequate examination may be devised to test relative degrees of competency.

In permanent government social welfare, both existing and proposed, there is lack of provision for selection of personnel on a merit basis. In addition, however, even if we had this provision, it is a fact that there has not been worked out the application of known standards at different levels to insure the operation of the machinery at its best. Thus not only in emergency but also in permanent government programs and in private agencies, social work has yet to work out ways and means of insuring competency of personnel in a ladder system related to the professional standard.

The Division therefore re-emphasized its existing committee work on civil service and other merit systems with special provision for work on classification of positions, requirements for examinations, examination questions, and ratings. It authorized the appointment of a committee to work closely with the civil service commission in one or two localities to begin with, in an effort to assist in the solution of problems which at present create alternatives to qualifications which frequently invalidate the qualifications themselves. The Division also recommended that the Executive Committee consider providing for more continuous and penetrating staff work that would supply chapters and individual members with interpretation of what is growing out of social work experience in dealing with basic aspects of personnel selection under different conditions and jurisdictions.

It was recognized that experimentation with examination process may be important wherever there are unsolved questions and inequalities that make it impossible to apply the professional standard of AASW membership requirements; and it was conceded that all experimentation with the examination process should find the same common basis of work and direction of accomplishment.

The Division authorized appointment of a committee to focus immediate attention on ways and means of assisting administrative auspices in the application of the principle of competency in matters of demobilization and transfer of ERA personnel where the professional standard is not applicable. The change was considered as taking precedence at this time over ultimate planning for what should be the continuing relationship of all social work personnel to the professional association and the influence of professional education.

—C. C. R.

CERTIFICIATION OF SOCIAL WORKERS

ELLEN C. POTTER, M.D.
Chairman, Committee on Certification, AASW National Division on Personnel Standards, 1934-35

Voluntary membership in a professional association is the only type of nation-wide certification of social workers that exists. The utilization of the standard set by AASW for professional qualifications of social workers is a matter of fitting that standard to the needs of many administrative patterns.

The AASW Division on Personnel Standards in 1934 appointed a committee to study and clarify the certification process in relation to social work. In 1935 one session of the Delegate Conference was given over to discussion of Personnel Standards and Personnel Practices. Included in the program of the session was the following paper by Dr. Ellen Potter, which is a brief for continued local experimentation in voluntary and other units for some time to come rather than for efforts toward legal certification at this time. In keeping with this and with rapid developments in government programs the national AASW and many of its chapters are studying the whole range of social work personnel selection on the basis of various devices to insure merit systems.

THERE are those who question the wisdom of taking time for the discussion of personnel standards and practice in the field of social work at a time of profound social, economic and political change, which throws an enormous burden on relief agencies and private charity.

It is felt that it is far more important that we seek for change in the structure of government and in the laws under which government operates, and that to enter into "details" as to personnel now is of lesser importance.

In my opinion the reason for the discussion of personnel standards and practice seems obvious for:

First, with qualified personnel and good personnel practice, even with poor law and poorer policy, good work can be done.

Second, because of lack of qualified personnel great damage has already been done to the professional status of social work and to the client served by so-called social workers.

It is evident to all of us that social work is at this time defining itself as a profession. In that process it is necessary that it shall so define itself as to be recognized as an entity:

1. By those who are seeking membership in it
2. By the lay public and by government who may seek its services

Any process of professional crystallization must consider:

1. Basic education
2. Professional and technical education
3. Organization of the profession within itself
4. Public recognition in some form of the qualification of the individual to practice, or his right to bear a given title indicative of his professional status

We have been engaged on items 1, 2 and 3 of the list given above during the years since the establishment of the American Association of Social Workers.

The question now is raised relating to the need of a public recognition, in some form, of the person who believes himself to be qualified on a professional basis as a practitioner of social work.

In order to answer this question, there are several subsidiary questions which must be raised:

I. Are those who are advocating this selective process and the designation of a professional status concerned primarily for:

A. The protection of the public; that is, is the practice of social work vested with a public interest?

B. Or, is this selection and designation desired for the protection of the "guild" of social work?

II. Has social work arrived at a point when it may properly assume that its practitioners should claim the right or privilege of being set apart as a group:

A. Qualified to help individual and collective human adjustments, and to promote the general public welfare?

B. Or, qualified to bear a title from which all others are to be barred?

III. The question also should be raised:
If setting apart is desirable, how shall we seek to accomplish it?

Your Committee on Certification has attempted to find answers to these questions, and I shall endeavor to give you conclusions which seem to be justified from the material we have brought together.

SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier, CHICAGO

It may be well to state that this Committee has never been able to meet face to face since it was drawn from widely scattered sections of the country. Its membership included: Gay Shepperson, Ga.; John Bradway, N. C.; Dr. Samuel Kohs, N. Y. C.; Joseph Moss, Chicago; Mary C. Burnett, Pittsburgh; Martha Chickering, Calif.; Mary Irene Atkinson, Ohio. We exchanged letters and memoranda and from these I have endeavored to arrive at conclusions, which it has not been possible to re-submit to the Committee because of lack of time, since we were not appointed until very late in 1934.

With this explanation, may I attempt to state what appear to be the conclusions to be drawn in regard to this matter:

I. Is selection desirable, and this setting apart of persons, either as eligible to bear a title, or as eligible to practice in the field of social work.

A. It appears that such a selective process is desirable for the protection of the public. All of you have seen the devastating effect of ill-advised and incompetent functioning of an alleged social worker, either as a home visitor, an alleged case worker, or an alleged supervisor of social case work during these times of mass need, which, of necessity, has been met by mass method and for the handling of which there has not been available sufficient qualified personnel.

Obviously the practice of social work is "vested with a public interest" in that it is possible to do so much damage, both to the individual and to the community by unskilled practice in this field.

B. It is also apparent that such designation in selection is necessary for the protection of the profession of social work itself. You will note that I say for the protection of the profession of social work itself as contrasted with the protection of the social worker.

In a recent conversation with a New Jersey Senator, concerning certain amendments to a bill for the purpose of reorganizing the Emergency Relief Administration, he said: "More damage has been done to the profession of social work by the incompetent practice of persons who are said to be social workers during the last few years than has ever been the case before."

Therefore, it is possible to say that a process of selection and designation of professional social workers is desirable, both for the protection of the public and for the protection of the profession as such.

II. Has social work arrived at a point when it may clearly claim the right, or the privilege, to be set apart, whether that be set apart with the right to use a certain title or set apart to be the exclusive practitioner of an art?

This "setting apart" is thought of:

A. In terms of license to practice

B. Or, as certification or registration

To discuss, then, "license to practice": A license is restrictive under police powers and seeks to place a "margin of safety between that which may be permitted and that which may lead to injury."

We see that conspicuously exemplified in medical licensure, which is granted to those whom it is believed will be able to attend to the ills of human beings and to perform operations without undue risk to the life of the individual. The medical profession is reputed by some to bury all its mistakes while the social worker must live to account for his or hers.

We find this same margin of safety set up in the license for "beauticians," "morticians," etc., and in the auto license; and these licenses are set up by legal authority.

Considering certification or registration, this also is restrictive, but merely controls the right of a person to use a given title, as for example "Certified Public Accountant," CPA. John Smith, with his CPA, may be employed by one of the great corporations to audit its books, but John Brown, without his CPA, but nevertheless a competent accountant, may be employed by another corporation to audit its books, but he cannot sign his finished document as a CPA.

The same is true of the RN granted to a registered nurse who has passed her qualifying examination. She may use the title, but others may not, but anybody may nurse. Therefore, certification does not restrict practice.

Certification may be established:

A. By law or

B. By voluntary action of the group concerned

This is exemplified by the FACP (Fellow of the American College of Physicians) or FACS (Fellow of the American College of Surgeons), or DNB (Diplomat of the National Board of Medical Examiners); all of which titles may not be used by persons who have not met the requirements of these corporate bodies and this is merely a voluntary agreement as between certain persons of a given profession within their group.

Attempting, therefore, to answer the question as to whether social work has arrived at the point when it may expect, as a right, to be set apart as exclusive practitioners and to be licensed to practice, the answer is (apparently) "No," because we have not yet arrived at a point where we can,

or have, clearly defined the content of our profession.

We still face the question of the "accredited agency." We are not in complete agreement as to the curriculum of the professional courses, which must be completed by those who seek to practice. We have not yet determined the duration of the courses to be given (one, two, three or more years). We have not yet set down specifically the basic pre-professional education which is required.

Until we have done all of these things we are not in a position to say to government: "Set up the machinery by which we are to be identified and grant to us the license to be the exclusive practitioners of the art of social work."

Our Committee has reviewed the emergence of the law and of medicine in America on a sound professional basis, and some of us believe that social work has a long way to go before we can reasonably be assured that we have a right to demand a license to practice.

Medicine and law in America have struggled for more than 300 years to acquire a satisfactory professional status, and a reasonable control of the practitioner, both as to his ethics and as to his skill as a practitioner, and the approved status, which we know today, is not fully satisfactory to us.

Moreover, it is evident that not all lawyers belong to the Bar Association, nor are all bar associations in good standing; nor are all physicians members of the American Medical Association, nor even of their state medical society, although all have to be licensed by the state in which they elect to practice.

While it has taken law and medicine more than 300 years to arrive at their present standing, it is reasonable to believe that social work can develop its standards and its definition more rapidly than those of the older professions because of the social and educational advance in America within the last fifty years, especially in the twenty-five odd years since social work began to emerge as a professional undertaking.

On the other hand, however, social work, as a profession, labors under very great handicaps for it is the common opinion that anyone can do social work, while almost everyone recognizes the fact that if you have a legal problem to be handled, you need a lawyer and if you have a serious physical disorder, you need a physician.

It should be borne in mind by the social worker that even today the medical profession must be constantly alert against the encroachment of persons who seek to practice a "healing art" through various cults and "isms" and through their groups seek to secure license to practice in a field which can only safely be entrusted to those who have gone through the rigid curriculum of medical training.

We in the field of social work are not yet in full agreement as to:

(1) Basic education to fit us to undertake our task. These years of the depression have borne in upon us that there is an economic basis for the social disorder which our social work has been called upon to relieve in the generations past. Our floundering in the field of economics and our lack of understanding shows clearly that the social worker is not sufficiently informed in this basic field.

Medical education took its great leaps forward after the theory of the germ causation of disease became a reality; it took the person in training away from the sick bed and back into the laboratory in order to lay the ground work of his understanding of the cause of disease, the diagnosis of disease and the scientific method of handling. So must social work go back of the situation which calls for help and know, fundamentally, the economic and the biologic causation of social disorders, individual and collective.

(2) The technical and professional curriculum which shall be basic to successful practice. At the moment it is apparent that there are not sufficient schools available to give to those who are seeking or needing training in this field the education that they need, and there are springing up everywhere sporadic attempts in universities, colleges and in the extension field to meet the need. We need a thoroughgoing analysis of this whole situation, not at the hands alone of those who are within academic walls, but in conjunction with those who are in active practice in the various fields of social work.

Progress in medical education became more swift and sure when the organized medical profession impinged upon the schools for medical education, requiring them to revise their courses in order to turn out a better product as a medical practitioner.

(3) The duration of training. One of the handicaps which has hampered the administration of ERA has been the extreme youth of many who have been called upon to function in the field of "trained social work." When young people at the age of twenty-one may be considered eligible to function in helping human beings make their adjustments to life, it must be apparent that their very lack of maturity will produce one of the great handicaps in their successful practice.

Today, the medical practitioner is unlikely to be out with a shingle on his door, notifying the public that he is able to practice, until he is at least twenty-six years of age and his success is

distinctly better if he is even more mature than that.

(4) Our specific definition of an accredited agency. I recognize that this is very much more intangible than an attempt to arrive at a definition of an accredited hospital for interneship, which is one of the prerequisites to examination for license to practice in many states, but nevertheless we should be able to determine the minimum which can possibly be accepted as providing supervised work in an accredited agency, whether case work or other field.

It seems to some of us on the Committee that the time has come for a joint consideration of the matters of educational preparation, not only by the schools themselves, but by representatives of the organized social work profession.

All of the facts enumerated above make us say again that we do not feel that social work is in a position to go to government and to ask for either license to practice or legal certification.

However, we believe that certification is desirable and we believe that the best way to quickly arrive at the point at which legal certification may be advocated is through voluntary experimentation on a local basis (preferably on a state-wide basis), which in time can be geared into a national standard. The experimental work done in California, in Cook County, Illinois, and in other jurisdictions, forms a good basis for such undertakings.

It should be borne in mind also that if we are to undertake a process of certification, whether by law or through the professional organization, we must be prepared to pay the financial costs for such a process.

The National Board of Medical Examiners, which is a private professional organization, whose diploma is accepted in forty-one states of the Union and in many foreign countries, charges eighty-five dollars for its examination, which is given in three separate units in three separate years.

Many state boards require a fee of not less than twenty-five dollars for the state licensing examination. The State of New Jersey charges one hundred dollars for a reciprocal license and social workers talk in terms of two or three dollars for certification in the field of social work.

If we expect to work this problem out, we must be prepared to put in good time, hard work, hard thinking and money for its realization.

The conclusion which seems to emerge from our Committee is that we are not prepared as yet to ask for license from government to practice social work.

We are not yet in a position to ask for certification by government for the use of a given title.

We are in a position to experiment definitely within the professional organization on the problem of certification, and we should join with the schools of social work (with their permission) defining the various steps which will lead to full professional recognition.

The Merit System—In Principle and Practice

It is a simple matter to enlist AASW endorsement of the merit principle in the selection of government social work personnel. It is not so simple to enlist individual social workers and groups of social workers to work with government administrative authorities on the application of that principle. In applying the merit principle, practical ways and means must be found of relating it to such concrete problems as classifications of positions, individual requirements for examination, various steps in setting up examinations, ratings of examination and other personnel records, etc. Without this kind of responsibility for advisory service to examining and appointing bodies on the part of professional social workers, the professional interest in the principle of any merit system is undermined by gross misinterpretation.

As an instance: The New York City Civil Service Employees Association through its weekly publication, *The Chief*, fosters through editorial comment the point of view that to grant credit for college education is not consistent with the purposes of civil service and competitive examinations. *The Chief* maintains that to grant credit and preference for college education is to favor one class of individuals. One of the recent editorials takes issue with the Public Administration Clearing House Conference in June at Princeton, New Jersey, when better government personnel and the merit system were discussed with, naturally, an emphasis on educational qualifications. Similarly *The Chief* has taken issue with the Federal Civil Service Commission by affirming that its unassembled examinations are less desirable than written tests. Again and again *The Chief* ignores the crux of the problem which is to make a merit system accomplish the primary end—selection of good personnel.

Wherever civil service employees or others tend to perpetuate devices that keep the standard of selection for government positions at a low ebb, it becomes doubly important for social workers to understand how this undermining process may affect positions in their professional field.

A valuable way to gain an understanding of what is needed to make a merit system accomplish its purpose is to work with civil service commis-

sions and other appointing bodies in the manner of New Orleans social workers described in the November *Compass* and of Baltimore social workers described in this issue of *The Compass*.

The Why of the Merit System

"Short Answers Showing Why the Merit System, Not the Spoils System, Should Be Used to Fill Government Jobs" is the title of a flier just issued by the National League of Women Voters for use in its campaign for trained personnel in public service. The arguments for the merit system as against the spoils system are pithily stated and the flier, which is available for wide distribution, would be useful to chapters or members interested in promoting the merit system. The flier may be obtained from the National League of Women Voters, 726 Jackson Place, Washington, D. C., at the following quantity rates: 25 copies, $0.25; 100 copies, $1.00; 500 copies, $4.00; 1,000 copies, $7.50.

"Compass" Subscriptions

DO YOU KNOW that anybody may subscribe to *The Compass* for $1.00 a year?

DO YOU KNOW that many non-members now subscribe to *The Compass* because it contains information about developments in the profession of social work that can be found nowhere else? Also that a number of libraries, public, professional, and college, and a number of social agencies, subscribe to *The Compass* for this same reason?

DO YOU KNOW some individuals, local libraries or agencies who would like to subscribe to *The Compass* if they knew that they could do so for $1.00 a year? If so, will you pass the word along?

Keep The Compass

Requests for extra copies of *The Compass* frequently exceed the supply on hand. Members are therefore urged to keep their copies for purposes of reference at least over a period of the current year's program. The material published in *The Compass* is increasingly of long-time value for the professional social work responsibilities assumed by members. As a result members often find their active interest aroused in a topic on which they need information which has appeared in an issue of *The Compass* and which they may not be able to secure if they have mislaid or failed to keep their copies.

In order to keep their *Compass* files complete it is also important for members to notify the national office promptly of changes of address, since second class mail matter is not forwarded from a previous address.

National Membership Committee Organization and Personnel

The responsibilities of the National Membership Committee have been divided among several sub-committees for the present year. The chairmen of these sub-committees comprise the National Membership Committee, of which Walter Pettit has been appointed chairman, and which is administratively responsible to the Executive Committee. The sub-committees, with their personnel, are as follows:

1. *Sub-Committee on Section 6, Walter Pettit, Chairman.*

This committee is responsible for the interpretation and administration of the section in the membership requirements which permits the acceptance "under exceptional circumstances of applicants who do not technically meet the requirements."

The members of the committee are: George Hallwachs, New York City; Hazel Ormsbee, New York City; Mrs. Jeanette Melton, New York City; Jessie Condit, Newark, New Jersey; Alice Leahy, Washington, D. C.; Harry Carey, Providence; Helen Hart, Hartford; Dr. Carl Rogers, Rochester; Robert Osborn, Buffalo.

2. *Sub-Committee on Technical Requirements, Gordon Hamilton, Chairman.*

This committee is responsible for the evaluation and accrediting of technical social work courses offered by applicants for membership, under standards which have been set up for this purpose. It is also responsible for the evaluation of supervised practice offered by applicants in fulfillment of the field work requirement under the experimental procedure set up for this purpose for one year.

The members of the committee are: Sarah Ivins, New York City; Elizabeth Neely, New York City; Elizabeth Dexter, New York City; Ruth Blakeslee, Washington, D. C.; Joseph Louchheim, White Plains, N. Y.; Mary Young, Chicago; Dr. Marion Hathway, Pittsburgh.

3. *Sub-Committee on Criteria for Approved Agencies, Jeanette H. Melton, Chairman.*

This committee is engaged in evaluating tentative criteria which were drawn up last year for the purpose of determining whether satisfactory criteria can be arrived at for an agency which is "approved" under the membership requirements.

The members of the committee are: Mary

Whitehead, New York City; Marcel Kovarsky, New York City; Elizabeth Neely, New York City; Helen Spalding, Newark, New Jersey; Marion Sokolovsky, New York City; Margaret Wead, New York City.

News from the Professional Schools

Western Reserve University

The School of Applied Social Sciences at Western Reserve University reports an enrollment to date for the year 1935-1936 of 300 students. Seventy students are majoring in Family Case Work, 63 in Child Welfare, 14 in Medical Social Work, 40 in Group Work, 7 in Psychiatric Social Work, 82 in Public Health Nursing, and 24 are unclassified students.

Additions to the faculty include: Miss Ruth Gartland, Assistant Professor of Family Case Work, who was formerly Field Instructor in Psychiatric Social Work at the School of Social Service Administration, University of Chicago; Mrs. Doris Peabody Brooks, Instructor in Child Welfare, formerly supervisor at the Cuyahoga County Child Welfare Board, Cleveland; Miss Gertrude Wilson, Field Instructor in Group Work, formerly with Works Progress Administration in Illinois; Mrs. Katharine Post Silber, Field Instructor in Medical Social Work, formerly supervisor at the Cuyahoga County Child Welfare Board, Cleveland; and Miss Lucy Massey, Assistant Professor of Public Health Nursing, formerly Assistant State Supervising Nurse, Tennessee State Department of Public Health.

The Course in Public Health Nursing, under a grant from the International Health Division of the Rockefeller Foundation for the purpose of developing teaching and field facilities, has added to its personnel in class and field instruction, has established in cooperation with the Division of Health of the City of Cleveland a teaching center at Health Station No. 6, and has granted tuition scholarships to one member of the Visiting Nurse Association staff and to one member of the Division of Health staff. The School of Nursing and the School of Applied Social Sciences are jointly sponsoring a series of public lectures on "The Nurse and Public Health" to acquaint the public with the background in which the public health nurse is working.

The Visiting Nurse Association is using an additional Branch (No. 5) for beginning students in the twenty-one months' program. Next year the nine months' program in public health nursing will become a twelve months' program.

Washington University,

The George Warren Brown Department of Social Work, Washington University, is to be housed in a new building designed for its use, which will be ready for occupancy in the fall of 1936. The Department was made the residuary legatee of the estate of Mrs. George Warren Brown, the first result of which is the new building. It is expected that funds will also be available from the estate for development of the Department.

College of William and Mary,

The Richmond School of Social Work and Public Health, College of William and Mary also has some new buildings which have been constructed for it by WPA on land which had been given to the College for the use of the School.

Books

Vocational Guidance in Action. John A. Fitch. Published by Columbia University Press, New York. $2.75.

By MARY CORRE

Vocational Guidance in Action is the fifth volume of the Job Analysis Series sponsored by the American Association of Social Workers and financed by the Russell Sage Foundation. "The preceding volumes have presented detailed descriptions of social work practice as it occurs in agencies for the care of the family, in hospital and psychiatric service, in . . . group work agencies, in child care and protection and in the treatment and prevention of delinquency and crime." The Association has decided to terminate such publications with the present study of vocational counseling and placement.

In reading this volume, it is important to bear in mind that the purpose of these studies, published by the American Association of Social Workers, has been "to discover and describe what social workers in accepted community services were actually doing . . . and to hold to the point of view of 'a person doing something' rather than of evaluating things done or of promoting things desired." . . . "of studying actual situations rather than merely writing up the opinions of experts." It is the adaptation of "the job analysis method of industry to social work jobs."

The author of *Vocational Guidance in Action,* John A. Fitch, is in charge of the industrial courses at the New York School of Social Work. He brought to this task his special ability as a trained industrial investigator, his background of interest in the related fields of vocational guidance, social work and economics, at the same time having the advantage of a perspective that is difficult for one more definitely associated with the vocational guidance field to achieve.

The volume of two hundred and eighty-eight pages is divided into two main parts: *Counseling*

and *Placement*. Under *Counseling* are included such topics as duties of counselors, methods of counseling, information the vocational counselor should have, methods of obtaining occupational information, classes in occupations, educational counseling, working with problem cases, scholarships, record keeping, qualifications of counselors, working conditions of counselors (quiet and privacy, clerical help, hours, salaries, etc.).

Under *Placement* are included such subjects as counseling in the placement office, relation to the social agencies, activities and problems of the placement office, placement work in public schools, by city or state, by social agencies, registering and interviewing, referral and follow-up, the employer and the job, placing the handicapped, qualifications and work conditions for those engaged in junior placement work.

The Appendices contain careful, detailed statements of the methods used in preparing the study and the sources of information, practical descriptions of counseling and placement activities in various centers, "A sample week in counseling," which gives the detailed daily activities of a counselor in a large city, and sample record forms used in counseling and placement.

The study helps to clear up the relationship of social work and vocational guidance and shows that the detailed activities of counselors "correspond very closely to those found in other types of case work, including aiding the individual to adjust himself with respect to health, social environment, economic problems, etc. This becomes strikingly evident in the record of activity of a counselor, a sample week which is presented."

The book should be of value as a handbook for counselors and placement workers who not only want to know more about their own jobs, but who may wish to put it in the hands of older students interested in the vocational opportunities of this field. It should also be of value to social workers who care "to become acquainted with specific practice in this specialized area."

SOCIAL WORK FELLOWSHIPS AND SCHOLARSHIPS, 1936-37

I. American Association of Schools of Social Work

1—Atlanta School of Social Work, Atlanta, Ga.

Scholarships and Fellowships 1936-37

Several tuition scholarships available to qualified students offered by the School.

One tuition scholarship offered by Alumni Association of School.

Two fellowships offered by the National Tuberculosis Association. Open to second year students particularly interested in tuberculosis and health work.

2—Bryn Mawr College, Bryn Mawr, Pa. Carola Woerishoffer Graduate Department.

Fellowships 1936-37

Two Carola Woerishoffer Memorial Fellowships of the value of $860 each are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

Scholarships 1936-37

The Robert G. Valentine Memorial Scholarship in Social Economy and Social Research of the value of $400 is offered by Mrs. Frank W. Hallowell, of Chestnut Hill, Mass. It is open to graduates of Bryn Mawr College or of any other college of good standing.

Two Carola Woerishoffer Memorial Scholarships of the value of $400 are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

One or more Grace H. Dodge Memorial Scholarships of the value of $400 each are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

Application for Bryn Mawr scholarships and fellowships should be made by *March 1* to the Dean of the Graduate School. Application forms sent on request.

3—Buffalo, University of, Buffalo, New York. School of Social Work.

Scholarships and Assistantships 1936-37

One sociology assistantship providing free tuition and $150 a year open to graduate students in School of Social Work on competitive basis.

Compensation arranged in special cases by cooperating agencies for students doing field work.

4—California, University of, Berkeley, Calif.

Fellowships 1936-37

James Denman Scholarship is open to women students, graduate or undergraduate, of the University of California preparing to enter upon some municipal or quasi-public employment having in view the systematic regulation, care, and fostering of the recreation of young people in large cities.

5—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

Scholarships 1936-37

No special scholarships offered in Department of Social Work.

General scholarships listed on pages 20 to 28 of the catalogue of Margaret Morrison Carnegie College are open to any qualifying student.

6—Chicago, University of, School of Social Service Administration.

Fellowships 1936-37

Two university fellowships carry stipends of $600 and $750 from which tuition fees must be paid. They are available for students who have completed at least one year of graduate work in social service and have had experience in social work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately $700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

The Leila Houghteling Fellowships and Scholarships range from tuition fees to the sum of $600 a year, depending upon the student's assignment. They are available only to those candidates who have completed a substantial amount of professional work (including field work) in the School of Social Service Administration.

The Commonwealth Fund Fellowships. The Commonwealth Fund has granted a fund to the School to be used for special fellowships in psychiatric social work. These fellowships will be granted only to students who have completed a year of graduate study in a school of social work and have had some social work experience.

SCHOLARSHIPS 1936-37

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only tuition or half tuition and carry a service obligation of ten (or five) hours a week.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served in the Army or Navy, or who are descendents of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund, the Sidney Teller Loan Fund and the Alumni Loan Fund are available for students who have already completed one or more quarters of work.

7—Denver, University of, Denver, Colorado. Department of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1936-37

Four student assistantships which provide half tuition each quarter.

One scholarship of $100, to be applied on tuition for two quarters, given by Denver Chapter, AASW.

8—Fordham University, New York. School of Social Service.

SCHOLARSHIPS 1936-37

A limited number of tuition scholarships will be offered on a selective and competitive basis to entering students.

The *Margaret Cummings Haney Scholarship* will be awarded to a selected student who has successfully completed the first year program of the School.

All scholarships are for a period of one year and begin the September following their award. Applications close *March 31, 1936.*

9—Graduate School for Jewish Social Work, 71 West 47th Street, New York.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

1. A number of fellowships and scholarships of $500, $350, $250 and $150 are available for especially qualified students. The $500 and $350 fellowships are awarded on the basis of a competitive examination held in various parts of the country in the spring of 1936. Fellowships of $250 and tuition scholarships of $150 do not require an examination. However, the Committee on Admissions and Awards reserves the right to consider for these awards the candidates who took the examination but did not rank high enough for the larger awards.

Fellowships and scholarships of similar size are also available for second year students. These are awarded on the basis of the student's record while in the School. All awards are made in *June* or *July.*

2. In addition to the above, several community fellowships are available each year for students who will pledge themselves to work in those communities for a limited period of time after graduation. For specific information regarding these fellowships, see the catalogue of the School, which will be sent upon request.

3. The School has a Students' Aid and a Students' Loan Fund for the purpose of helping students who may need financial assistance to take the course in the School.

10—Indiana University, Indianapolis. Training Course for Social Work.

SCHOLARSHIPS 1936-37

No special scholarships for social service students but the general university scholarships are open to these students if qualified.

11—Loyola University, Chicago, Ill. School of Social Work.

SCHOLARSHIPS 1936-37

Five scholarships established in the School of Social Work by the Alumnae Association of Loyola University are available to graduate students. Three scholarships provide $250 and two provide $125.

12—Michigan, University of, Ann Arbor. Curriculum in Social Work.

FELLOWSHIPS 1936-37

Graduate students in social work are eligible to apply for regular university fellowships of $500 each which are awarded on competitive basis to students in different fields. Applications for these fellowships should be received not later than *May 1, 1936.*

TRAVELLING SCHOLARSHIPS

Earhart travelling scholarships for training in social work are available to senior students in social work. Each of these carries a stipend of $100 a year. They are used to provide travelling expenses between Ann Arbor and Detroit where field work is given and are awarded on a competitive basis to students who wish to train for social work.

13—Minnesota, University of, Minneapolis. Graduate Course in Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

Several fellowships in medical social work and one in social work, special line not stated, are available for graduate students who have been enrolled in the Graduate Course in Social Work for at least one quarter. These fellowships amount to $150 a quarter. They are awarded to promising students who would be unable to continue their professional education unless financial assistance could be procured. No other special scholarships are available for students in social work. Thirteen general academic scholarships ranging from $50 to $300 are open to undergraduate, pre-social work students if qualified.

Applications for such fellowships must be made not later than *March 1, 1936.*

14—Missouri, University of, Columbia, Mo.

FELLOWSHIPS 1936-37

Agricultural research fellowships, annual stipend of $600, open to students of high scholastic standing,

holding A.M. degree. Especially for students looking forward to rural social work.

General university fellowships, open to students of high scholastic standing, holding A.M. degree, annual stipend, $600.

SCHOLARSHIPS 1936-37

Volker Scholarship in Social Service, open to students of high scholastic standing, holding an A.B. degree, annual stipend, $300.

Agricultural research scholarships, open to students of high scholastic standing with A.B. degree, annual stipend, $300. Especially for students looking forward to rural social work.

General university scholarships open to students of high scholastic standing with A.B. degree, annual stipend, $300.

Application for either scholarships or fellowships must be filed with the dean of the graduate school not later than *March 1, 1936.*

All scholarships and fellowships are for a period of one year, beginning with the opening of the first semester, following the award. No service whatever is required of either scholars or fellows in return for the stipend, the sole purpose being to encourage graduate study.

15—National Catholic School of Social Service, 2400 19th Street, N. W., Washington, D. C.

FELLOWSHIPS 1936-37

Six fellowships will be awarded which carry tuition and maintenance. Students are nominated by the following patrons who have created these endowments and are recommended by the School on the basis of competitive examinations:

1. The Hines Fellowship, donated by Mrs. Loretto Hines of Chicago, Illinois.
2. The Hartford Fellowship, donated by the Diocesan Council of Catholic Women, Hartford, Connecticut.
3. The Mary Gess Schrembs Fellowship, donated by the Diocesan Council of Catholic Women, Cleveland, Ohio.
4. The Christine Parrott Donohue Fellowship, donated by Mr. Joseph Donohue of San Francisco, California.
5. The Queen Isabella Foundation, donated by the Daughters of Isabella. (Two Scholarships are available.)
6. The Anna Clarke Hanna Fellowship, donated by the Diocesan Council of Catholic Women, San Francisco, California.

SCHOLARSHIPS 1936-37

Three annual scholarships donated by individuals or organizations will be available which cover the cost of tuition and maintenance and are open to college graduates on the basis of competitive examination.

A limited number of loan scholarships on whole or part-time basis will be available.

Both types of loan scholarship, either part-time or full-time, require repayment by the student on the basis of 5% of annual salary per year until the amount is paid.

Application for scholarships must be submitted on or before *April 15, 1936.* Communications should be addressed to the Director, National Catholic School of Social Service, Washington, D. C.

16.—New York School of Social Work, 122 East 22nd Street, New York.

FELLOWSHIPS 1936-37

Joint Fellowships

Family Field

A limited number of Joint Fellowships will be offered by the New York Charity Organization Society and the School to well qualified college graduates under thirty-five years of age, both men and women. These fellowships prepare definitely for the family field.

Case Work with Homeless Men and Boys

A fellowship will be offered by the Joint Application Bureau (maintained by the Association for Improving the Condition of the Poor and the Charity Organization Society) and the School to a well qualified college man under thirty-five years of age. This fellowship provides special training in case work with homeless men and boys.

Both the Charity Organization Society fellowships and the Joint Application Bureau fellowship cover approximately two years and carry full tuition with a monthly grant for maintenance. Applicants should be free from commitments which would prevent their accepting a position after training with the organization through which the fellowship is offered. Application must be made on blanks secured from the Registrar and these together with reference material must be on file at the School *not later than February 1, 1936.*

Commonwealth Fund Fellowships

Psychiatric Field

A number of Commonwealth fellowships, maximum $1,200 each, will be offered to college graduates with not less than two years' experience in social case work, including some intensive work on cases, and preferably with some psychiatric knowledge.

The training program combines courses and field work, the latter arranged in training centers in psychiatric social work in New York City.

These fellowships become available as of October, 1936, and cover preferably a period of nine months. Tuition must be paid to the School at the beginning of each quarter. Application must be made on blanks secured from the Registrar and these together with reference material must be on file at the School *not later than March 10, 1936.*

Foreign Fellowships

Elizabeth Lowe Gamble

A fellowship covering tuition and maintenance will be awarded to a foreign student, preferably one from the Orient.

Willard Straight

A fellowship covering tuition and maintenance will be awarded to a foreign student planning to return to his own country and engage in social work. (If the general financial situation should cancel this fellowship, due notice will be given.)

The period covered by the foreign fellowships is approximately half the diploma course. The grants do not cover traveling expenses. Applicants should have sufficient knowledge of English to carry the full School program, including lectures, discussion and field work. Application must be made on blanks secured from the Registrar and these together with reference material must be on file at the School *not later than February 1, 1936.*

17—Ohio State University, Columbus, Ohio. School of Social Administration.

FELLOWSHIPS 1936-37

One graduate fellowship of $300 in field of public health offered by Ohio Public Health Association.

One graduate fellowship of $250 open to student specializing in community organization.

Under certain conditions non-resident fees of $150 a year are waived for graduate students.

18—Pennsylvania School of Social Work (affiliated with the University of Pennsylvania), 311 So. Juniper Street, Philadelphia, Pa.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

The Pennsylvania School of Social Work announces that a number of first-year scholarships, ranging in value from $250 to $500 will be available for students entering in the coming school year. A number of second-year fellowships will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed a full four-year course in an acceptable college or university, and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Applications for scholarships and fellowships should be received not later than *June 1, 1936.*

Loan scholarships, administered by the Alumni Association of the School and by the Rachel Pflaum Memorial Committee, are available to a limited number of students.

19—Pittsburgh, University of, Pittsburgh, Pa. Division of Social Work.

FELLOWSHIPS 1936-37

A number of agency fellowships covering tuition and approximately the cost of maintenance have been made available by social agencies of Allegheny County.

Ten university fellowships covering tuition have been established by the Buhl Foundation of Pittsburgh.

Applications for fellowships should be made not later than *April 1st* for the next academic year.

20—St. Louis University, St. Louis, Mo. School of Social Service.

FELLOWSHIPS 1936-37

Four fellowships in medical social work open to college graduates with a major in sociology or social work. The fellowships cover the cost of tuition and maintenance.

Applications must be filled before *March 1, 1936.*

21—Simmons College, School of Social Work, 18 Somerset Street, Boston, Mass.

SCHOLARSHIPS AND LOANS 1936-37

Several full tuition scholarships are available for graduate students. Application should be made by *March 15, 1936.*

Tuition loans are available from the Gamble Loan Fund and the Alumni Association Loan Fund.

22—Smith College School for Social Work, Northampton, Mass.

SCHOLARSHIPS 1936-37

Several $450 scholarships may be awarded to students qualifying for the second and fourth sessions. Fourteen hospital interneships paying all maintenance expenses during the second and fourth sessions are available. Eight $75 tuition scholarships are also available. Applicants for scholarships and interneships should be college graduates, but need not have had practical experience in social work. All applications should be made to the Director by letter before *April 15, 1936.*

23—Southern California, University of, 3551 University Avenue, Los Angeles. School of Social Welfare.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

The School offers five graduate scholarships and one graduate fellowship.

24—Tulane University, New Orleans, La. School of Social Work.

SCHOLARSHIPS 1936-37

A limited number of free tuition scholarships available to qualified graduate students. Applications close *May, 1936.*

25—Washington University, St. Louis, Mo. George Warren Brown Department of Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

Students wishing to specialize in family welfare work are eligible to compete for special family welfare scholarships which offer $375 a year each. They are granted to students who in addition to meeting other regular requirements are willing to accept employment in the Provident Association of St. Louis, or the St. Louis Relief Administration, for one year after finishing their academic work.

First-year graduate students who do not wish to specialize at once are eligible to the following:

1. Regular university scholarships of $200 each.
2. One department scholarship of $350.
3. A special group of scholarships for women graduate students, known as the Barr Scholarships, carrying $400. Preference is given to students who have had one graduate year's work.

The holders of scholarships are exempted from half of the tuition.

26—Washington, University of, Seattle, Wash. Graduate Division of Social Work.

FELLOWSHIPS

Three fellowships of $500 each, known as the Loretta Denny fellowships, are open to graduate students in any department of the University on the basis of scholastic excellence, general merit, and need of financial assistance.

Not to be awarded for 1936-37.

SCHOLARSHIPS

A graduate scholarship is open to a student who assists in the Department. Remuneration is tuition exemption and $15 a month. Available usually after first or second quarter of work.

LOAN FUND

Mildred E. Buck Loan Fund, established this year, is available for small loans to students.

27—Western Reserve University, Cleveland, Ohio. School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

Remuneration is provided for students in connection with supervised field work given by a number of cooperating agencies in Cleveland. Loans in very limited amounts are occasionally available.

Miss Mary E Murphy
848 No Dearborn St
Chicago Ill

Seven Commonwealth fellowships of $1,050 each are offered to students in psychiatric social work. Applicants for this advanced course must have fulfilled certain prerequisites in social case work.

Certain maintenance scholarships are available to first-year students in medical social work.

A few scholarships are available in the course in public health nursing through local and national organizations.

Applications should be made not later than *May 1, 1936.*

28—William and Mary, College of. School of Social Work and Public Health, Richmond, Va.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

Six college fellowships varying from $100 to $250 are offered each year to college graduates for special work in such field as child welfare, family welfare, recreation and other branches of social work. One-half of the larger fellowships are loans, repayable after graduation.

A number of smaller scholarships giving remission of half the tuition and fees and a small remission on room rent and board are also available.

The number of scholarships offered each year varies with the qualifications and needs of the applicants.

29—Wisconsin, University of, Madison, Wisc. Department of Sociology and Anthropology.

FELLOWSHIPS AND SCHOLARSHIPS 1936-37

There are two fellowships of $600 a year and one scholarship of $250 a year plus free tuition available for the graduate sociology students. For undergraduates and graduates there are also a number of legislative scholarships which provide for free tuition for out-of-state students.

Application for any of these should be in by *February 1, 1936.*

II. OTHER UNIVERSITIES AND AGENCIES

1—Catholic University of America, Washington, D. C. School of Social Work.

SCHOLARSHIPS 1936-37

Two of the twenty-five full scholarships established by the Knights of Columbus at the Catholic University of America are available to students in the School of Social Work. One of these scholarships will be available in the spring of 1936.

Two full scholarships are offered by the Society of St. Vincent de Paul in St. Louis, and one each is offered by the Society of St. Vincent de Paul in Baltimore and in New York City. Some of these scholarships may be vacant for the year 1936-37.

A tuition scholarship offered by the Society of St. Vincent de Paul in Washington and one offered by a group of Catholic laymen in Washington may be vacant for the year 1936-37.

In addition to the above a number of scholarships established by Catholic Dioceses are available for priest students in the School of Social Work.

Rt. Rev. Msgr. R. M. Wagner, Director of Catholic Charities of Cincinnati, has made a full scholarship available for a Sister from one of the Catholic child-caring institutions of the Archdiocese of Cincinnati.

Scholarships offering maintenance in instiutions in the District of Columbia for a prescribed number of hours' work are available to a limited number of students.

Applications for scholarships must be submitted to the Dean on or before *April 1, 1936.*

2—Macalester College, St. Paul, Minn.

SCHOLARSHIPS 1936-37

Twenty general college scholarships open on competitive basis to upper class students including those taking pre-professional training in social work.

Applications should be made prior to *April 1*, preceding the college year.

3—Northwestern University, Evanston, Ill.

FELLOWSHIPS 1936-37

Fourteen university fellowships of about $450 and tuition, and twenty tutorial fellowships covering tuition and board, are available to graduate students, some of which may be assigned to students interested in social work.

Applications should be received not later than *March 1, 1936.*

4—Notre Dame, University of, Notre Dame, Ind. Curriculum in Social Work.

SCHOLARSHIPS 1936-37

Group Work: Ten Knights of Columbus graduate tuition scholarships.

Case Work: Five graduate tuition grants involving minor service requirements of an academic nature.

Scholarships are open only to men and the Knights of Columbus scholarships are limited to Catholics. Application, transcript of studies and names of three references (two academic) should be sent to the Registrar before *May 1, 1936.*

5—Oregon, University of, Eugene, Oregon. Department of Sociology.

ASSISTANTSHIPS 1936-37

Two graduate assistantships of $500 each available to students preparing for social research or social work.

Applications should be filed by *May 1, 1936.*

6—Y. M. C. A. Graduate School, Nashville, Tenn.

SCHOLARSHIPS 1936-37

Thirty service scholarships (providing board and room for the first five quarters of graduate study) are available to those who have a good record in their undergraduate work and an equally good record in the quality of character and leadership manifested. Mature students are accepted who are planning to enter as their life work some phase of human and social engineering.